

Privacy Notification

The information you provide is subject to the Department's Privacy Policy. The Information Practices Act of 1977 requires this Department to provide the following information to persons who are asked by the Department of Fair Employment and Housing (DFEH) to supply information:

1. The principal purpose for requesting information is to receive, investigate, and resolve complaints of discrimination
2. California Government Code section 12900, ex et seq. and California Civil Code section 51 et seq. require persons seeking to file complaints with DFEH to provide sufficient information for the Department to establish jurisdiction and conduct an investigation of the allegations.
3. The submission of requested information by those against whom a complaint is filed (respondent) is voluntary. However, all respondents should be aware that DFEH has the authority to subpoena those records and witnesses it deems necessary to complete the investigation.
4. As authorized by law, information furnished may be transferred to the U.S. Equal Employment Opportunity Commission, the National Labor Relations Board, the U.S. Department of Labor, the U.S. Department of Housing and Urban Development, the U.S. Department of Health and Human Services, the U.S. Department of Education, the U.S. Department of Justice, or any branch of the California State Government, or any other local or Federal agency with similar jurisdiction.
5. Information furnished would also be released pursuant to a valid subpoena.
6. As permitted by the Information Practices Act, unless compelled by a subpoena, we do not release information in complaint files relating to open cases other than non personal information on the complaint form itself. Once a complaint is closed, individuals have the right of to access to records containing personal information about them, which are maintained by the Department of Fair Employment and Housing. Non personal information, including the allegations in the complaint document itself, are disclosable to the public when a case has been closed.



CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

PRE-COMPLAINT INQUIRY

EMPLOYMENT

The completion and submission of this Pre-Complaint Inquiry will initiate an intake interview with a Department of Fair Employment and Housing (DFEH) representative. The Pre-Complaint Inquiry is not a filed complaint. The DFEH representative will determine if a complaint can be accepted for investigation.

NAME:

TELEPHONE NUMBER:

ADDRESS:

EMAIL ADDRESS:

CITY/STATE/ZIP:

NAME OF THE EMPLOYER WHOM YOU WISH TO FILE AGAINST (company, government entity, employment agency, union, etc.):

NAME:

TELEPHONE NUMBER:

ADDRESS:

CITY/STATE/ZIP:

NUMBER OF EMPLOYEES:

DATE MOST RECENT DISCRIMINATION TOOK PLACE (Month/Day/Year):

NAME THE INDIVIDUALS WHOM YOU WISH TO FILE AGAINST (Individuals who were involved in this particular complaint):

NAME/TITLE:

ADDRESS:

PHONE NUMBER:

1. I ALLEGE THAT I EXPERIENCED: ☐ Discrimination ☐ Harassment ☐ Retaliation

BECAUSE OF MY ACTUAL OR PERCEIVED:

- ☐ Age- 40 and Over
- ☐ Ancestry
- ☐ Association with a Member of a Protected Class
- ☐ Color
- ☐ Disability
- ☐ Engagement in Protected Activity
- ☐ Family, Care or Medical Leave
- ☐ Genetic Information or Characteristics
- ☐ Marital Status
- ☐ Medical Condition- Cancer, Cancer Related Illness, or Genetic Characteristics
- ☐ Military or Veteran Status
- ☐ National Origin- Including Language Use Restrictions
- ☐ Race
- ☐ Religion
- ☐ Sex- Gender
- ☐ Sex- Gender Identity or Gender Expression
- ☐ Sex- Pregnancy
- ☐ Sexual Orientation

AS A RESULT, I WAS:

- ☐ Asked Impermissible, Non-Job Related Questions
- ☐ Demoted
- ☐ Denied a Good Faith Interactive Process
- ☐ Denied a Work Environment Free of Discrimination and/or Retaliation
- ☐ Denied Continuation of Employer-Paid Health Care Coverage While On Pregnancy Disability Leave
- ☐ Denied Employment
- ☐ Denied Equal Pay
- ☐ Denied Family Care or Medical Leave
- ☐ Denied Pregnancy Leave
- ☐ Denied Promotion
- ☐ Denied Reasonable Accommodation
- ☐ Denied Reinstatement
- ☐ Denied The Right to Wear Pants
- ☐ Forced to Quit
- ☐ Laid Off
- ☐ Terminated
- ☐ Tested for Genetic Characteristics
- ☐ Other (specify) _____

2. Do you have an attorney who agreed to represent you in this matter? ☐ Yes ☐ No

If yes, please provide the attorney's contact information.

Attorney Name:

Attorney Firm Name:

Attorney Address:

Attorney City, State, and Zip:

3. Have you filed a complaint with the United States Equal Employment Opportunity Commission (EEOC) before coming to the Department of Fair Employment and Housing? ☐ Yes ☐ No

4. Briefly describe what you believe to be the reason(s) for the discrimination, harassment or retaliation. (Optional)

DEMOGRAPHIC INFORMATION

THIS INFORMATION IS OPTIONAL AND IS ONLY USED FOR STATISTICAL PURPOSES.

GENDER:

- ☐ Male
- ☐ Female
- ☐ Other

MARITAL STATUS:

- ☐ Single
- ☐ Married
- ☐ Divorced
- ☐ Cohabitation

RACE:

- ☐ Asian
- ☐ American Indian or Alaskan Native
- ☐ Black or African American
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ White

NATIONAL ORIGIN:

- | | |
|--|--|
| <input type="checkbox"/> Afghani National Origin | <input type="checkbox"/> Japanese National Origin |
| <input type="checkbox"/> American [U.S.A] National | <input type="checkbox"/> Korean National Origin |
| <input type="checkbox"/> Bangladeshi National Origin | <input type="checkbox"/> Laotian National Origin |
| <input type="checkbox"/> Cambodian National Origin | <input type="checkbox"/> Lebanese National Origin |
| <input type="checkbox"/> Canadian National Origin | <input type="checkbox"/> Malaysian National Origin |
| <input type="checkbox"/> Chinese National Origin | <input type="checkbox"/> Mexican National Origin |
| <input type="checkbox"/> Cuban National Origin | <input type="checkbox"/> Nigerian National Origin |
| <input type="checkbox"/> Dominican National Origin | <input type="checkbox"/> Other African National Origin |
| <input type="checkbox"/> Egyptian National Origin | <input type="checkbox"/> Other Asian National Origin |
| <input type="checkbox"/> English National Origin | <input type="checkbox"/> Other Caribbean National Origin |
| <input type="checkbox"/> Ethiopian National Origin | <input type="checkbox"/> Other European National Origin |
| <input type="checkbox"/> Fijian National Origin | <input type="checkbox"/> Other Hispanic/Latino National Origin |
| <input type="checkbox"/> Filipino National Origin | <input type="checkbox"/> Other Middle Eastern National |
| <input type="checkbox"/> German National Origin | <input type="checkbox"/> Other National Origin |
| <input type="checkbox"/> Ghanaian National Origin | <input type="checkbox"/> Pakistani National Origin |
| <input type="checkbox"/> Guamanian National Origin | <input type="checkbox"/> Puerto Rican National Origin |
| <input type="checkbox"/> Haitian National Origin | <input type="checkbox"/> Salvadoran National Origin |
| <input type="checkbox"/> Hawaiian National Origin | <input type="checkbox"/> Samoan National Origin |
| <input type="checkbox"/> Hmong National Origin | <input type="checkbox"/> Sri Lankan National Origin |
| <input type="checkbox"/> Indonesian National Origin | <input type="checkbox"/> Syrian National Origin |
| <input type="checkbox"/> Iranian National Origin | <input type="checkbox"/> Taiwanese National Origin |
| <input type="checkbox"/> Iraqi National Origin | <input type="checkbox"/> Thai National Origin |
| <input type="checkbox"/> Irish National Origin | <input type="checkbox"/> Tongan National Origin |
| <input type="checkbox"/> Italian National Origin | <input type="checkbox"/> Vietnamese National Origin |
| <input type="checkbox"/> Jamaican National Origin | |